

WELCOME

FROM OUR PRINCIPAL FACILITATOR

Thank you for your interest in becoming our next facilitator of The 15 Disciplines® at ETHICLEAD®. I should start by being completely open and transparent with you, about our obsession with what we do and why do it. We make no apologies for this because it is what has kept us in business since 2005.

We believe there is a leadership deficit in western culture. There is far too much evidence suggesting leadership is moving away from ethical agendas and is now motivated toward the acquisition and retention of power. This has polarised societies around the world, when leadership should instead be uniting these societies.

ETHICLEAD® has been making very good ground in this space with our proprietary model of leadership called The 15 Disciplines®, however we are limited by our current capacity. So, the search for a new facilitator is a positive step toward increasing our capacity. Please don't be mistaken by this, we are already punching above our weight in all respects with the reach we are achieving but we need to do more. Society needs us to do more.

A secondary motivation, yet no less significant to the appointment of our next facilitator, is that I personally am six years away from retirement age and will at that time, want to withdraw from full-time facilitation. I am keen to use this time to build sustainable capacity into the business.

This prospectus has been carefully prepared by the ETHICLEAD® team to prepare you for this recruitment process. So before applying, I ask that you please consider the key selection criteria carefully. They have been selected based upon what our clients advised were 'key' to our long-term relationships. If you believe therefore that you can demonstrate to us that you have the required skills and capability to become the next ETHICLEAD® leadership facilitator, then we would very much like to meet you. We look forward to that opportunity.

Kind regards



Stephen Scott

Principal Facilitator – ETHICLEAD®

ABOUT ETHICLEAD®

HUMANITY TRANSFORMED – FROM THE INSIDE OUT

ETHICLEAD® is a subsidiary business of Laurus Enterprises Pty Ltd. Our company was founded in 2005 by Stephen Scott, and began trading as Laurus Consulting, specialising in leadership. Following the successful publishing of two books and years of facilitating The 15 Disciplines® Leadership Programs, we rebranded to ETHICLEAD® in 2023. This has been a most successful transition for us.

ETHICLEAD's vision is to see humanity transformed - from the inside out. We intend to achieve this by inspiring ordinary people to be extraordinary leaders. We are and will be continually valued for our authenticity, transparency and ability to form lasting connections.

ETHICLEAD® are a small group of people with a passion for leadership, a desire to see more ethical leadership in the world and an unparalleled care for our clients and what they do. We develop strategic partnerships with organisations to build capacity in their cultures that reflect The 15 Disciplines® so that they will achieve their strategic objectives.

A leading distinction of ETHICLEAD® is in the long-term relationships we have with our clients. We start new relationships every year and are entering the thirteenth year with one of our clients. This is very typical of our profile, and for good reason. Because we consistently demonstrate the ten key skills and attributes which are represented in this prospectus as the ten key selection criteria for the new facilitator role.



KEY SELECTION CRITERIA:

The successful candidate will be able to demonstrate via a written submission, how they satisfy the following key selection criteria:

- 1. Leadership Experience:**
Real-world leadership experience in middle to senior roles, so you can enhance the learning you share with firsthand experience and provide practical insights.
- 2. Facilitation Skills:**
Strong facilitation skills, including the ability to guide group discussions, manage conflicts, and ensure all voices in a diverse group are heard.
- 3. Advanced Communication Skills:**
Capable of conveying complex ideas clearly and engaging participants effectively.
- 4. Empathy and Emotional Intelligence:**
Highly empathetic and have a capacity to self-regulate, allowing you to understand the needs and feelings of participants and to create a supportive learning environment.
- 5. Knowledge of Leadership Theory and Practices:**
A solid understanding of leadership theory and best practices, as well as the ability to apply them in The 15 Disciplines® context.
- 6. Adaptability:**
Capable of adapting your approaches while working with diverse groups to address a variety of challenges as required.
- 7. Problem-Solving Skills:**
A higher-order thinker capable of helping participants navigate complex issues and find effective solutions to their leadership challenges.
- 8. Feedback and Mentoring Abilities:**
Courageous and adept at correcting without offending to help participants to learn in a safe environment.
- 9. Organisational Skills:**
The capacity to keep sessions on track, by managing meetings, people and activities within the allocated time frames to ensure learning objectives are met.
- 10. Growth Mindset:**
A commitment to continual improvement with a strong desire to learn and stay updated with the latest trends and developments to improve your facilitation practices.

KEY RESPONSIBILITIES AND KPIS:

- **Responsibility 1** – To develop intimate knowledge of and facilitate The 15 Disciplines® Leadership Programs in all formats to achieve agreed client outcomes.
- **Responsibility 2** – To generate new revenue streams through key business relationships to grow ETHICLEAD's business.
- **Responsibility 3** – To exemplify ETHICLEAD's vision, mission and values through personal communication, behaviour and practices.
- **Responsibility 4** – To collaborate with all ETHICLEAD® team members to support continual improvement and upgrading of ETHICLEAD's products and services.
- **KPI 1** – To consistently achieve a facilitation performance rating equal to or greater than 80% satisfaction from participants of all programs you are involved in.
- **KPI 2** – To achieve an annual growth in revenue of \$200,000 or greater through new client relationships during the first twelve months (reviewed annually).

THE RECRUITMENT AND EMPLOYMENT PROCESS:

- Submit application
- Candidate screening
- First formal interview online
- Second formal interview in person
- References / Qualification checks
- Profiling Personality Assessments – by ETHICLEAD's discretion.

TIMELINE:

There is no closing date. ETHICLEAD® is committed to filling the position when we meet the right candidate.

GUIDELINES FOR APPLYING:

- Cover Letter (maximum 1 page)
- Curriculum Vitae (maximum 3 pages)
- Response to Selection Criteria (maximum 5 pages)
- 2 referees who can speak to your capacity to demonstrate the key selection criteria
- Applications to be submitted in Microsoft Word format, via email to contact@ethiclead.com.au